

State of Montana

Employee Profile



Department of Administration
State Human Resources Division

JANUARY 14, 2008

OFFICE OF THE GOVERNOR
STATE OF MONTANA

BRIAN SCHWEITZER
GOVERNOR



JOHN BOHLINGER
LT. GOVERNOR

February 2008

I am pleased to once again introduce this year's State of Montana Employee Profile Report. The Employee Profile provides information on the Equal Employment Opportunity program, workforce planning and answers questions about state employees.

I am proud to include myself in the ranks of Montana state employees who work hard every day providing vital and essential services to our fellow Montanans. These thousands of Montanans in every corner of the state carry out the legislative, judicial and executive functions of state government with competence and dedication.

Montana's economy is on the move, and state employees should be proud of their contribution to Montana's economic success story. Their work to provide for public safety, to keep our air and water clean, to properly manage the state's forest, agricultural, and wildlife resources, to provide workforce assistance and development, to fairly collect necessary revenue, to manage the delivery of critical health and human services and to deliver the myriad of other vital and essential services across the state keeps our economic engine on track.

I hope you will find the Employee Profile of interest and encourage you to pass along any questions to the State Personnel Division of the Department of Administration at 444-3871.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Schweitzer", with a stylized flourish at the end.

BRIAN SCHWEITZER
Governor

TABLE OF CONTENTS

INTRODUCTION	1
CHAPTER I – General Employee Information	
State Government Organizational Charts	2
Overview of State Employees.....	4
Employment Information	5
Reports by Department	
Number of Employees	6
Male and Female Employees	7
Minority Employees	8
Disabled Employees by Agency	9
Average Age of Male and Female Employees.....	10
Vacation Leave for Employees.....	11
Sick Leave for Employees	12
Compensatory Time for Non-Exempt Employees	13
Compensatory Time for Exempt Employees	14
Length of Service for Employees	15
CHAPTER II - Equal Employment Opportunity and Pay Programs	16
Table A – 5-Year Comparison of	
Workforce by EEO (Occupational) Category	16
Chart A – Female/Male Comparison by EEO Category	17
Chart B – Female/Male Salary by EEO Category	17
Reports	
Average Annual Pay of Male/Female by EEO Category	
Broadband Pay Plan 020	18
Judicial Branch 030	18
Exempt (From Classification) Pay Plan 061	19
Blue Collar Pay Plan 062	19
Legislative Services Pay Plan 063.....	20
State Fund Pay Plan 065	20
Average Annual Pay by Grade or Band	
Broadband Pay Plan 020	21
Judicial Branch 030	21
Exempt (From Classification) Pay Plan 061	22
Blue Collar Pay Plan 062	22
Legislative Services Pay Plan 063.....	23

State Fund Pay Plan 065	23
New Hires – Rehires – Transfers – Terminations by EEO (Occupational) Category	24
Workforce Analysis Summary	25
CHAPTER III - Labor Relations Status Report.....	27
By Agency	27
By Labor Organization	31

INTRODUCTION

The Employee Profile answers the most frequently-asked questions about state employees. The profile also serves as a report to the Governor on the status of the state's Equal Employment Opportunity (EEO) program.

The Employee Profile covers the period from January 1, 2007 to December 31, 2007. It contains reports showing new hires, transfers, terminations and leave taken for vacation, sick and compensatory time. Other reports are a snapshot of the workforce as of the 2007 date on the report. The last Employee Profile was produced January 23, 2007.

Chapter I contains general statistical information about state employees ¹ in the Executive, Legislative and Judicial Branches of government (see organizational charts), such as the number of employees by agency, regular versus temporary/seasonal employees, employee leave information and EEO status (race, sex and age) by agency.

Chapter II contains information on employee compensation by pay plan and EEO category (Officials/Administrators, Professionals, Technicians, Protective Service, Paraprofessional, Office/Clerical, Skilled Craft and Service Maintenance).

Chapter III contains the Labor Relations Status Report. It shows bargaining units by agency and by the labor organization.

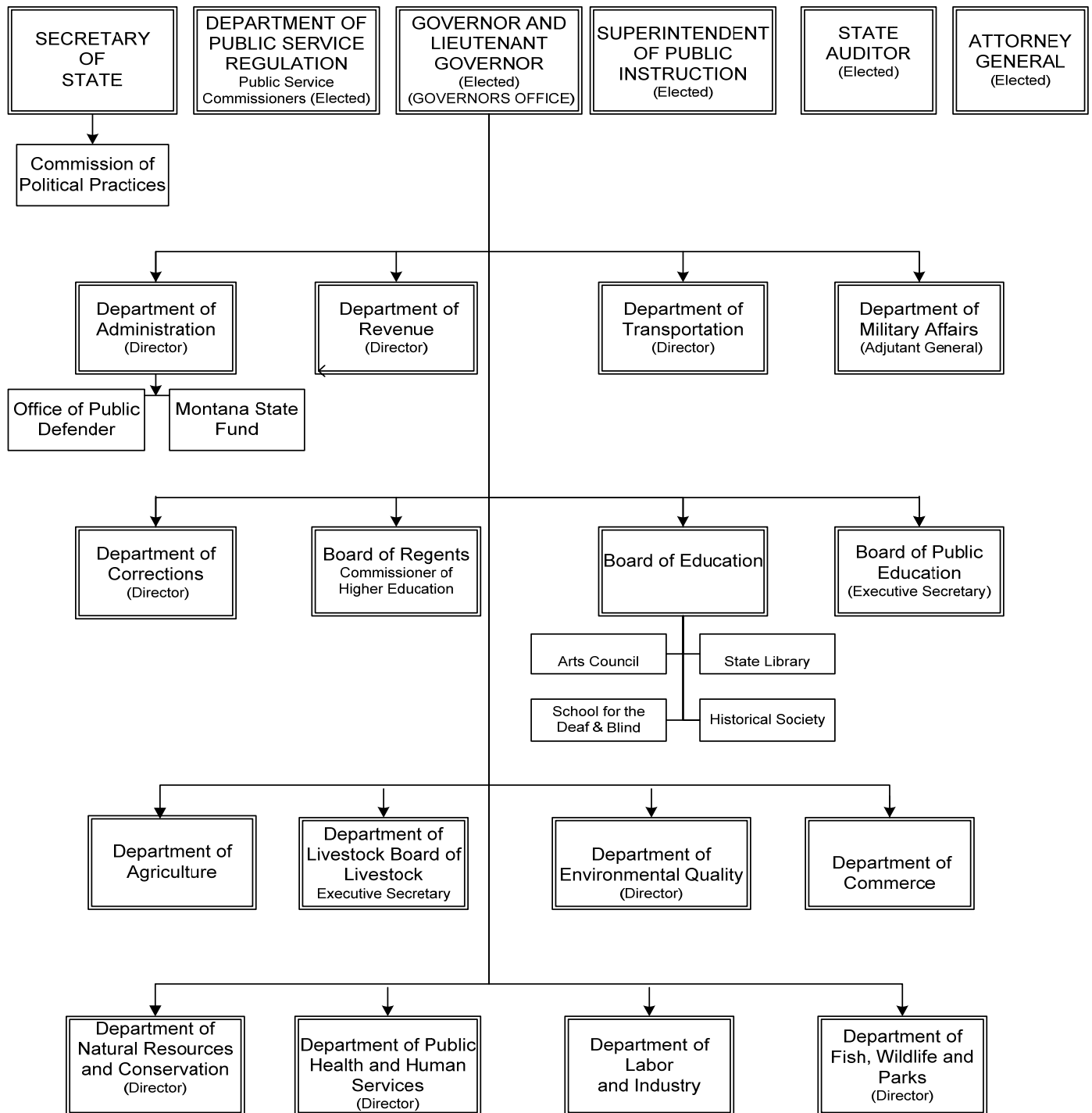
For further information contact Linda Davis, State EEO and SABHRS HR Program Coordinator at (406) 444-3796, e-mail ldavis@mt.gov, Joe Hamilton (406) 444-3884, email jhamilton@mt.gov or mail to:

Department of Administration
State Human Resources Division
P.O. Box 200127
Helena, MT 59620-0127

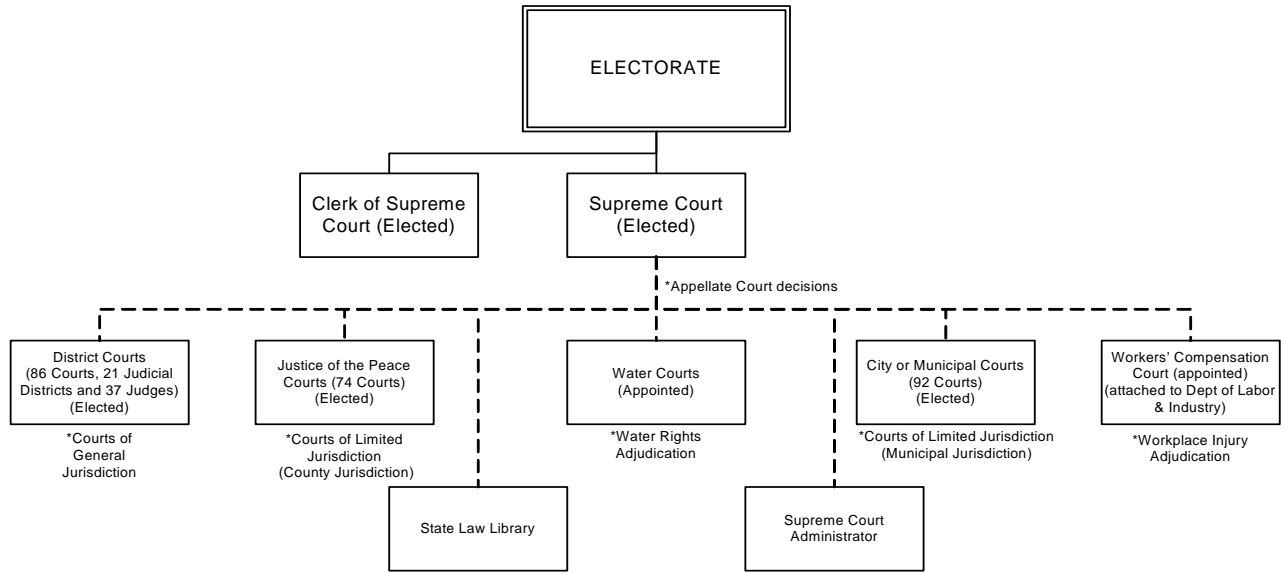
NOTE: Alternative Accessible Formats of this report will be provided on request. Persons who need an alternative format should contact the State Human Resources Division, Department of Administration, 125 N. Roberts St., PO BOX 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call through the Montana Relay Service at 711.

¹ This report includes employees in the executive, judicial and legislative branches of government. University system employees and legislators are excluded.

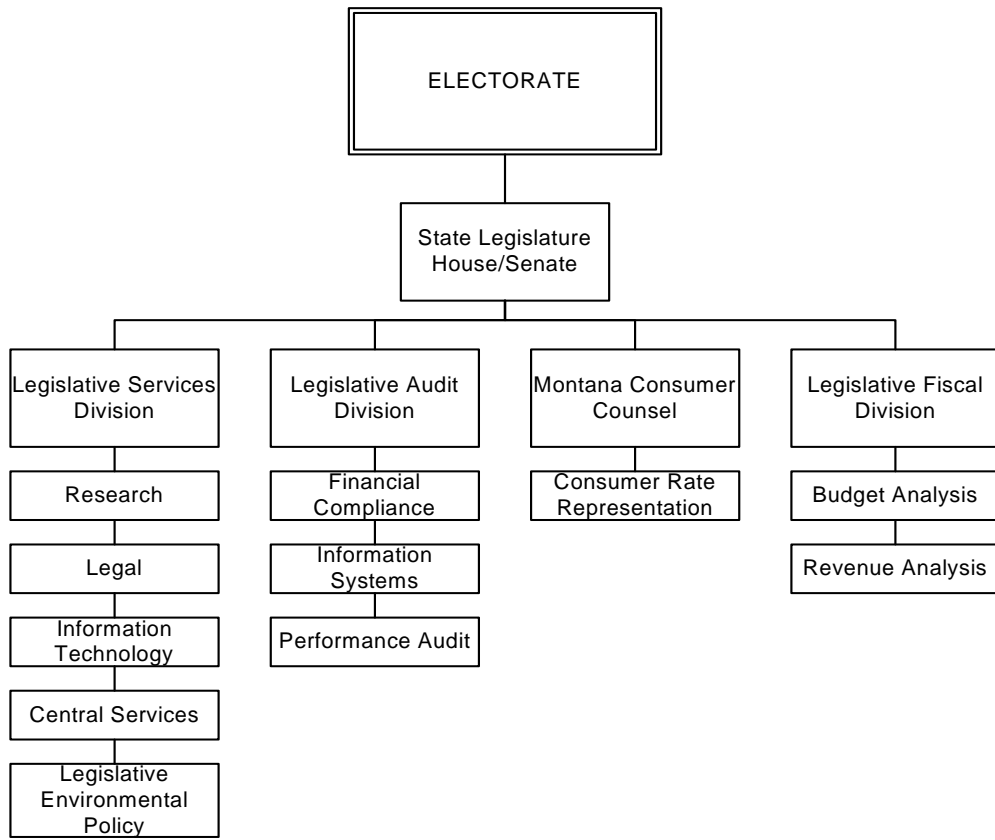
MONTANA EXECUTIVE BRANCH



MONTANA JUDICIAL BRANCH



MONTANA LEGISLATIVE BRANCH



CHAPTER I

OVERVIEW

All Employees – 15,082 Regular Employees – 12,564
Temporary, Seasonal, Short-term – 2,518

Average Length of Service in State Government ² - 11.39 years

Average Age for Regular Employees - 47 for women – 47 for men - 47

Employee Type	# Regular Employees	%	Temporary Seasonal/ Short-term	Total Employees	%
Women	6,363	50.64%	781	7,144	47.37%
Men	6,201	49.36%	1,737	7,938	52.63%
American Indians	265	2.11%	39	304	2.02%
Other Minorities	196	1.56%	16	212	1.41%

Average Salary	Hourly Rate	Annual Rate
Regular Employees	\$20.65	\$42,953
Women	\$18.70	\$38,888
Men	\$22.67	\$47,158
These are weighted averages ³ using all pay plans.		

Leave for Employees			
Leave Type	Accrued Hours	Hours Per Employee	
	Current Balance	Average Balance	Average Taken
Vacation Leave	1,964,069.80	150.47	126.70
Sick Leave	3,879,059.23	295.95	72.82
Non-Exempt Compensatory Time	189,202.94	34.60	57.31
Exempt Compensatory Time	155,999.41	71.36	78.63
A full-time employee who has worked for the State 10 years or less earns 15 days of vacation leave per year.			
A full-time employee earns 12 days of sick leave per year.			
Employees with time taken in the last calendar year.			

² This table includes employees in the executive, judicial and legislative branches of government. University system employees and legislators are excluded.

³ Weighted average is defined as an average that takes into account the proportional relevance of each component, rather than treating each component equally.

EMPLOYMENT INFORMATION

Calendar Year 2007

These tables provide employment information for full and part-time regular employees⁴.

Employment Rates	Number of Employees	%
New Hire Rate – new to state government	1,247	9.93%
Promotion Rate – promotions within an agency	933	7.90%
Rehire Rate – rehired state employee	319	2.54%
Transfer Rate- transferred to another agency	230	1.83%
Transfer Rate – transferred within an agency	311	2.48%
Termination Rate- terminated from state government	1603	12.76%
First Year Separation Rate – hired and terminated within 2007	172	13.79%
Current Workforce	12,564	

Terminations	
Reason Codes	Number of Employees
Death	26
Personal Reasons	930
Other Reasons	244
Retirement	393
Reduction in Force	12
End Seasonal Employment *	22
End Short-Term Employment *	35
End Temporary Employment *	23
Total	1,685
*The reason codes “end seasonal employment”, “end short-term employment”, and “end temporary employment” are not used in calculating the termination rate.	

⁴ These tables include employees in the executive, judicial and legislative branches of government. University system employees and legislators are excluded.

EMPLOYEES WITH DISABILITIES BY DEPARTMENT AS OF 1/14/2008

Department	Employees*		Regular**	Temporary/ Seasonal***
	Total*	Total with Disabilities	with Disabilities	with Disabilities
Administration	561	5	4	1
Agriculture	106	0	0	0
Board of Public Education	4	0	0	0
Commerce	196	2	2	0
Commissioner of Higher Education	110	0	0	0
Consumer Council	5	0	0	0
Corrections	1,246	17	17	0
Environmental Quality	390	5	5	0
Fish, Wildlife, & Parks	1,078	6	5	1
Governor's Office	66	0	0	0
Judiciary	427	1	1	0
Justice	753	9	9	0
Labor & Industry	809	19	19	0
Legislative Branch	117	0	0	0
Livestock	151	0	0	0
Military Affairs	405	4	4	0
Montana Arts Council	13	0	0	0
Montana Historical Society	69	0	0	0
Montana State Library	39	0	0	0
Natural Resources & Conservation	1,541	9	6	3
Office of Public Instruction	274	2	2	0
Office of the State Public Defender	190	0	0	0
Political Practices	5	0	0	0
Public Health & Human Services	3,019	41	41	0
Public Service Commission	37	0	0	0
Revenue	607	6	6	0
School for Deaf & Blind	184	5	3	2
Secretary of State	63	1	1	0
State Auditor	72	0	0	0
State Fund	277	3	3	0
Transportation	2,268	32	31	1
State Totals:	15,082	167	159	8

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

MINORITY EMPLOYEES BY DEPARTMENT AS OF 1/14/2008

Department	Employees *			Regular **		Temporary/Seasonal ***	
	Total	American Indian	Other Minorities	American Indian	Other Minorities	American Indian	Other Minorities
Administration	561	9	8	9	7	0	1
Agriculture	106	2	1	2	1	0	0
Board of Public Education	4	0	0	0	0	0	0
Commerce	196	3	1	3	1	0	0
Commissioner of Higher Education	110	11	1	10	1	1	0
Consumer Council	5	0	0	0	0	0	0
Corrections	1,246	23	23	23	22	0	1
Environmental Quality	390	1	6	1	6	0	0
Fish, Wildlife, & Parks	1,078	2	3	2	1	0	2
Governor's Office	66	5	0	5	0	0	0
Judiciary	427	0	2	0	2	0	0
Justice	753	7	12	7	12	0	0
Labor & Industry	809	24	15	24	14	0	1
Legislative Branch	117	0	0	0	0	0	0
Livestock	151	4	1	4	0	0	1
Military Affairs	405	3	1	1	1	2	0
Montana Arts Council	13	1	0	1	0	0	0
Montana Historical Society	69	2	0	2	0	0	0
Montana State Library	39	0	1	0	1	0	0
Natural Resources & Conservation	1,541	13	7	4	3	9	4
Office of Public Instruction	274	7	4	5	4	2	0
Office of the State Public Defender	190	7	3	7	3	0	0
Political Practices	5	0	0	0	0	0	0
Public Health & Human Services	3,019	102	73	91	70	11	3
Public Service Commission	37	0	0	0	0	0	0
Revenue	607	11	8	11	8	0	0
School for Deaf & Blind	184	0	4	0	4	0	0
Secretary of State	63	0	1	0	1	0	0
State Auditor	72	0	1	0	1	0	0
State Fund	277	2	9	2	9	0	0
Transportation	2,268	65	27	51	24	14	3
State Totals:	15,082	304	212	265	196	39	16

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

MALE AND FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/14/2008

Department	Employees *			Regular **			Temporary/Seasonal ***		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Administration	561	281	280	538	276	262	23	5	18
Agriculture	106	45	61	99	38	61	7	7	0
Board of Public Education	4	2	2	4	2	2	0	0	0
Commerce	196	75	121	190	73	117	6	2	4
Commissioner of Higher Education	110	33	77	108	31	77	2	2	0
Consumer Council	5	3	2	5	3	2	0	0	0
Corrections	1,246	758	488	1,230	749	481	16	9	7
Environmental Quality	390	213	177	376	206	170	14	7	7
Fish, Wildlife, & Parks	1,078	761	317	691	508	183	387	253	134
Governor's Office	66	30	36	60	27	33	6	3	3
Judiciary	427	150	277	405	146	259	22	4	18
Justice	753	403	350	730	390	340	23	13	10
Labor & Industry	809	311	498	774	299	475	35	12	23
Legislative Branch	117	51	66	115	51	64	2	0	2
Livestock	151	93	58	137	83	54	14	10	4
Military Affairs	405	310	95	175	118	57	230	192	38
Montana Arts Council	13	0	13	11	0	11	2	0	2
Montana Historical Society	69	26	43	61	23	38	8	3	5
Montana State Library	39	12	27	39	12	27	0	0	0
Natural Resources & Conservation	1,541	1,154	387	499	321	178	1,042	833	209
Office of Public Instruction	274	79	195	166	40	126	108	39	69
Office of the State Public Defender	190	81	109	184	80	104	6	1	5
Political Practices	5	2	3	5	2	3	0	0	0
Public Health & Human Services	3,019	811	2,208	2,803	721	2,082	216	90	126
Public Service Commission	37	25	12	37	25	12	0	0	0
Revenue	607	216	391	588	207	381	19	9	10
School for Deaf & Blind	184	31	153	127	25	102	57	6	51
Secretary of State	63	19	44	56	18	38	7	1	6
State Auditor	72	24	48	71	23	48	1	1	0
State Fund	277	95	182	276	95	181	1	0	1
Transportation	2,268	1,844	424	2,004	1,609	395	264	235	29
State Totals:	15,082	7,938	7,144	12,564	6,201	6,363	2,518	1,737	781

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

Department	Number of Employees		
	Total*	Regular**	Temporary/Seasonal***
Administration	561	538	23
Agriculture	106	99	7
Board of Public Education	4	4	0
Commerce	196	190	6
Commissioner of Higher Education	110	108	2
Consumer Council	5	5	0
Corrections	1,246	1,230	16
Environmental Quality	390	376	14
Fish, Wildlife, & Parks	1,078	691	387
Governor's Office	66	60	6
Judiciary	427	405	22
Justice	753	730	23
Labor & Industry	809	774	35
Legislative Branch	117	115	2
Livestock	151	137	14
Military Affairs	405	175	230
Montana Arts Council	13	11	2
Montana Historical Society	69	61	8
Montana State Library	39	39	0
Natural Resources & Conservation	1,541	499	1,042
Office of Public Instruction	274	166	108
Office of the State Public Defender	190	184	6
Political Practices	5	5	0
Public Health & Human Services	3,019	2,803	216
Public Service Commission	37	37	0
Revenue	607	588	19
School for Deaf & Blind	184	127	57
Secretary of State	63	56	7
State Auditor	72	71	1
State Fund	277	276	1
Transportation	2,268	2,004	264
State Totals:	15,082	12,564	2,518

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

AVERAGE AGE OF MALE/FEMALE EMPLOYEES BY DEPARTMENT AS OF 12/13/2007

Department	Employees* Average Age	Regular** Average Age	Temporary/ Seasonal*** Average Age	Male Average Age	Female Average Age
Administration	48	48	51	48	48
Agriculture	46	45	52	48	44
Board of Public Education	43	43	0	54	33
Commerce	47	47	33	48	46
Commissioner of Higher Education	45	45	64	45	45
Consumer Council	57	57	0	60	52
Corrections	44	44	48	45	44
Environmental Quality	47	47	33	48	46
Fish, Wildlife, & Parks	45	45	44	45	43
Governor's Office	45	46	27	43	47
Judiciary Branch	48	47	53	49	47
Justice	45	45	43	44	46
Labor & Industry	50	50	50	52	48
Legislative Branch	46	46	54	47	45
Livestock	49	49	54	49	50
Military Affairs	37	48	33	36	37
Montana Arts Council	50	51	42	0	50
Montana Historical Society	50	49	57	52	49
Montana State Library	48	48	0	51	47
Natural Resources & Conservation	44	47	42	44	43
Office of Public Instruction	53	51	57	55	52
Office of the State Public Defender	42	42	32	43	42
Political Practices	34	34	0	41	30
Public Health & Human Services	47	48	39	48	47
Public Service Commission	53	53	0	53	51
Revenue	46	46	40	47	46
School for Deaf & Blind	45	45	45	47	45
Secretary of State	45	47	33	41	48
State Auditor	47	47	34	47	47
State Fund	47	47	0	47	47
Transportation	47	47	45	47	45
State Totals:	46	47	41	46	46

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

Vacation Leave for Employees By Department As Of 01/14/2008

Department	Vacation Leave*			Vacation Leave Taken**		
	Employees	Total	Average	Employees	Total	Average
Administration	533	82,631.68	155.03	552	69,459.05	125.83
Agriculture	104	17,298.52	166.33	96	10,939.01	113.95
Board of Public Education	4	1,159.66	289.92	3	413.00	137.67
Commerce	190	29,934.73	157.55	187	23,505.96	125.70
Commissioner/Higher Education	108	15,337.24	142.01	95	10,989.17	115.68
Consumer Council	3	969.39	323.13	3	385.00	128.33
Corrections	1,237	167,218.06	135.18	1,117	141,149.75	126.37
Environmental Quality	383	52,519.67	137.13	372	47,022.23	126.40
Fish Wildlife and Parks	842	174,545.72	207.30	1,052	126,814.33	120.55
Governors Office	59	10,773.42	182.60	48	4,345.67	90.53
Judiciary	357	47,641.21	133.45	321	39,896.87	124.29
Justice	736	119,871.95	162.87	724	93,771.45	129.52
Labor and Industry	804	103,503.52	128.74	780	102,584.45	131.52
Legislative Branch	117	19,893.94	170.03	120	17,402.00	145.02
Livestock	137	24,453.25	178.49	123	16,216.31	131.84
Military Affairs	174	25,188.50	144.76	181	22,251.39	122.94
Montana Arts Council	11	998.14	90.74	9	1,039.11	115.46
Montana Historical Society	65	9,200.65	141.55	76	8,112.97	106.75
Montana State Library	33	4,732.79	143.42	45	5,899.20	131.09
Natural Resources & Conservation	549	92,370.91	168.25	553	69,989.61	126.56
Office of Public Instruction	263	30,420.29	115.67	223	26,296.27	117.92
Office of the State Public Defender	185	22,907.88	123.83	136	10,700.23	78.68
Political Practices	5	198.42	39.68	3	325.00	108.33
Public Health and Human Services	2,803	385,195.21	137.42	2,614	343,831.22	131.53
Public Service Commission	32	6,967.44	217.73	33	4,574.86	138.63
Revenue	597	84,419.81	141.41	557	68,890.61	123.68
School for the Deaf and Blind	65	5,248.27	80.74	52	5,281.58	101.57
Secretary of State	61	8,130.63	133.29	62	6,987.42	112.70
State Auditor	69	11,279.78	163.48	75	8,662.40	115.50
State Fund	275	59,361.26	215.86	278	38,529.07	138.59
Transportation	2,252	349,697.85	155.28	2,222	284,283.90	127.94
State Totals:	13,053	1,964,069.80	150.47	12,712	1,610,549.09	126.70

* Employees with leave balance greater than zero.

** Employees with time taken in last calendar year.

Published by the Department of Administration - State Personnel Division

Sick Leave for Employees By Department As Of 01/14/2008

Department	Sick Leave*			Sick Leave Taken**		
	Employees	Total	Average	Employees	Total	Average
Administration	533	180,508.35	338.66	550	36,082.60	65.60
Agriculture	104	34,060.05	327.50	90	5,988.98	66.54
Board of Public Education	4	3,310.63	827.66	2	39.00	19.50
Commerce	189	54,968.81	290.84	189	13,751.73	72.76
Commissioner/Higher Education	108	23,147.48	214.33	97	6,748.42	69.57
Consumer Council	3	3,252.52	1,084.17	2	27.50	13.75
Corrections	1,234	299,642.10	242.82	1,119	88,169.02	78.79
Environmental Quality	382	94,471.85	247.31	367	28,049.09	76.43
Fish Wildlife and Parks	841	500,379.90	594.98	828	45,329.77	54.75
Governors Office	59	15,152.87	256.83	46	2,515.30	54.68
Judiciary	357	103,596.44	290.19	314	20,141.77	64.15
Justice	736	238,257.05	323.72	702	48,606.00	69.24
Labor and Industry	804	195,622.97	243.31	790	65,225.68	82.56
Legislative Branch	117	50,745.63	433.72	118	8,015.50	67.93
Livestock	137	79,007.68	576.70	115	7,798.20	67.81
Military Affairs	176	55,848.81	317.32	184	11,885.12	64.59
Montana Arts Council	11	3,153.50	286.68	6	264.50	44.08
Montana Historical Society	65	19,703.01	303.12	75	4,932.25	65.76
Montana State Library	33	8,524.53	258.32	44	2,462.50	55.97
Natural Resources & Conservation	548	216,577.46	395.21	511	32,711.61	64.01
Office of Public Instruction	263	59,476.04	226.14	206	15,805.38	76.73
Office of the State Public Defender	185	21,128.86	114.21	157	7,657.94	48.78
Political Practices	5	221.00	44.20	5	227.29	45.46
Public Health and Human Services	2,804	631,315.99	225.15	2,657	208,061.06	78.31
Public Service Commission	32	17,845.13	557.66	33	2,202.06	66.73
Revenue	596	123,961.04	207.99	574	44,767.52	77.99
School for the Deaf and Blind	124	41,712.20	336.39	130	8,797.50	67.67
Secretary of State	61	11,512.42	188.73	58	3,301.70	56.93
State Auditor	69	16,486.67	238.94	76	6,003.40	78.99
State Fund	275	68,268.78	248.25	204	14,880.20	72.94
Transportation	2,252	707,199.43	314.03	2,173	164,157.92	75.54
State Totals:	13,107	3,879,059.23	295.95	12,422	904,606.51	72.82

* Employees with balance greater than zero.

** Employees with time taken in last calendar year.

Published by the Department of Administration - State Personnel Division

Compensatory Time For Non-Exempt Employees By Department As Of 01/14/2008

Department	Compensatory Time*			Compensatory Time Taken**		
	Employees	Total	Average	Employees	Total	Average
Administration	194	4,559.03	23.50	202	9,209.93	45.59
Agriculture	56	1,577.86	28.18	63	2,931.55	46.53
Board of Public Education	3	240.73	80.24	3	96.25	32.08
Commerce	105	2,714.50	25.85	120	5,294.61	44.12
Commissioner/Higher Education	46	1,657.74	36.04	48	2,163.60	45.08
Consumer Council	0	0.00	0.00	0	0.00	0.00
Corrections	343	5,336.97	15.56	329	18,541.86	56.36
Environmental Quality	198	3,866.81	19.53	190	11,207.43	58.99
Fish Wildlife and Parks	345	10,012.17	29.02	659	54,433.70	82.60
Governors Office	12	686.54	57.21	16	1,675.66	104.73
Judiciary	80	1,749.83	21.87	71	2,375.00	33.45
Justice	407	15,790.05	38.80	343	18,937.04	55.21
Labor and Industry	368	6,446.53	17.52	297	8,871.70	29.87
Legislative Branch	6	179.25	29.88	14	910.23	65.02
Livestock	81	7,542.91	93.12	83	6,685.10	80.54
Military Affairs	102	3,335.21	32.70	136	12,193.13	89.66
Montana Arts Council	3	43.90	14.63	2	26.39	13.20
Montana Historical Society	25	1,031.15	41.25	36	2,116.38	58.79
Montana State Library	17	182.10	10.71	22	929.00	42.23
Natural Resources & Conservation	61	505.96	8.29	77	2,206.95	28.66
Office of Public Instruction	50	2,499.46	49.99	56	1,724.02	30.79
Office of the State Public Defender	51	1,190.38	23.34	56	2,620.25	46.79
Political Practices	2	12.50	6.25	2	74.95	37.48
Public Health and Human Services	1,078	32,896.26	30.52	837	45,327.46	54.15
Public Service Commission	9	340.80	37.87	6	123.50	20.58
Revenue	327	15,414.77	47.14	307	13,696.03	44.61
School for the Deaf and Blind	27	938.33	34.75	38	3,127.72	82.31
Secretary of State	25	420.76	16.83	31	1,398.05	45.10
State Auditor	16	168.94	10.56	24	1,025.95	42.75
State Fund	53	723.80	13.66	25	1,071.30	42.85
Transportation	1,378	67,137.70	48.72	1,054	63,968.40	60.69
State Totals:	5,468	189,202.94	34.60	5,147	294,963.14	57.31

* Employees with balance greater than zero.

** Employees with time taken in last calendar year.

Published by the Department of Administration - State Personnel Division

Compensatory Time For Exempt Employees By Department As Of 01/14/2008

Department	Compensatory Time Balance*			Compensatory Time Taken**		
	Employees	Total	Average	Employees	Total	Average
Administration	119	7,206.80	60.56	184	10,655.00	57.91
Agriculture	28	2,113.95	75.50	32	3,337.55	104.30
Board of Public Education	1	183.00	183.00	1	179.00	179.00
Commerce	34	3,912.85	115.08	46	3,903.25	84.85
Commissioner/Higher Education	21	3,362.60	160.12	24	1,868.55	77.86
Consumer Council	3	386.00	128.67	2	128.50	64.25
Corrections	122	8,411.14	68.94	136	10,910.15	80.22
Environmental Quality	130	4,652.53	35.79	142	8,614.15	60.66
Fish Wildlife and Parks	258	27,601.41	106.98	380	45,297.20	119.20
Governors Office	35	12,240.73	349.74	44	6,071.75	137.99
Judiciary	59	3,028.80	51.34	75	4,533.00	60.44
Justice	96	4,597.24	47.89	113	7,882.75	69.76
Labor and Industry	45	3,073.85	68.31	65	4,417.00	67.95
Legislative Branch	83	10,699.35	128.91	113	11,644.00	103.04
Livestock	13	1,111.60	85.51	13	905.00	69.62
Military Affairs	20	1,897.85	94.89	21	2,764.50	131.64
Montana Arts Council	3	391.00	130.33	6	416.00	69.33
Montana Historical Society	16	1,596.10	99.76	21	933.90	44.47
Montana State Library	7	137.30	19.61	12	835.50	69.63
Natural Resources & Conservation	252	11,289.42	44.80	370	24,820.25	67.08
Office of Public Instruction	86	6,107.03	71.01	104	12,178.60	117.10
Office of the State Public Defender	89	5,752.05	64.63	104	6,057.00	58.24
Political Practices	1	2.00	2.00	1	123.50	123.50
Public Health and Human Services	403	17,152.55	42.56	398	21,745.53	54.64
Public Service Commission	16	683.65	42.73	15	379.00	25.27
Revenue	54	5,197.40	96.25	67	4,533.50	67.66
School for the Deaf and Blind	26	508.59	19.56	20	349.75	17.49
Secretary of State	9	994.37	110.49	15	1,620.00	108.00
State Auditor	18	669.85	37.21	28	1,433.65	51.20
State Fund	16	283.25	17.70	7	145.00	20.71
Transportation	123	10,755.15	87.44	122	12,113.00	99.29
State Totals:	2,186	155,999.41	71.36	2,681	210,795.53	78.63

* Employees with balance greater than zero.

** Employees with time taken in last calendar year.

Published by the Department of Administration - State Personnel Division

**LENGTH OF SERVICE FOR EMPLOYEES BY DEPARTMENT
AS OF 1/14/2008**

Department	Number of Employees*	Average Length of Service In State Government**
Administration	533	11.66
Agriculture	105	9.07
Board of Public Education	4	11.58
Commerce	189	11.13
Commissioner/Higher Ed.	105	8.66
Consumer Council	4	21.61
Corrections	1,264	9.95
Environmental Quality	395	10.77
Fish, Wildlife, & Parks	871	11.39
Governor's Office	60	7.99
Judiciary	374	10.65
Justice	739	11.93
Labor & Industry	803	11.87
Legislative Branch	117	14.04
Livestock	141	13.87
Military Affairs	184	9.36
Montana Arts Council	11	7.82
Montana Historical Society	65	11.96
Montana State Library	33	11.68
Natural Resources & Conservation	579	11.91
Office of Public Instruction	270	9.64
Office of the State Public Defender	184	4.38
Political Practices	5	5.64
Public Health & Human Services	2,826	12.03
Public Service Commission	33	15.87
Revenue	627	10.63
School for Deaf & Blind	125	9.19
Secretary of State	61	9.98
State Auditor	70	11.10
State Fund	277	10.33
Transportation	2,278	12.48
State Totals:	13,332	11.39

* Includes data from eligible state employees except university system employees and legislators.

** Includes earned service time from other jurisdictions such as city or county employment.

CHAPTER II

EQUAL EMPLOYMENT OPPORTUNITY AND PAY PROGRAMS

Table A compares workforce for the last 5 years.

Total Workforce (Regular Employees) By EEO Category 5-Year Comparison						
EEO Category	2003	2004	2005	2006	2007	2008
Officials/Administrators	964	985	1,082	1,111	1,091	1,006
Professionals	5,472	5,308	5,807	5,976	6,308	6,385
Technicians	2,030	2,016	1,739	1,706	1,868	1,924
Protective Services	887	916	829	856	898	922
Paraprofessional	632	593	531	496	501	530
Office/Clerical	716	732	716	704	651	603
Skilled Craft	773	767	851	853	825	820
Service/Maintenance	516	440	430	380	373	374
Total	11,990	11,757	11,985	12,082	12,515	12,564
Female To Total Workforce Comparison						
EEO Category	2003	2004	2005	2006	2007	2008
Officials/Administrators	339	345	351	370	364	378
Professionals	2,751	2,617	3,000	3,082	3,265	3,325
Technicians	1,438	1,434	1,281	1,279	1,436	1,470
Protective Services	101	115	103	115	121	142
Paraprofessional	416	385	340	313	336	361
Office/Clerical	644	661	634	622	572	525
Skilled Craft	38	39	30	35	26	30
Service/Maintenance	160	145	150	137	126	132
Total	5,887	5,741	5,889	5,953	6,246	6,363
Minorities to Total Workforce Comparison						
EEO Category	2003	2004	2005	2006	2007	2008
Officials/Administrators	19	16	19	22	19	16
Professionals	144	152	176	179	219	234
Technicians	72	82	63	66	67	60
Protective Services	34	32	25	27	29	38
Paraprofessional	36	29	30	28	29	33
Office/Clerical	29	31	27	27	23	22
Skilled Craft	47	48	41	41	38	37
Service/Maintenance	28	26	26	20	22	21
Total	409	416	407	410	446	461

CHART A

Female/Male Comparison by EEO Category Regular Employees

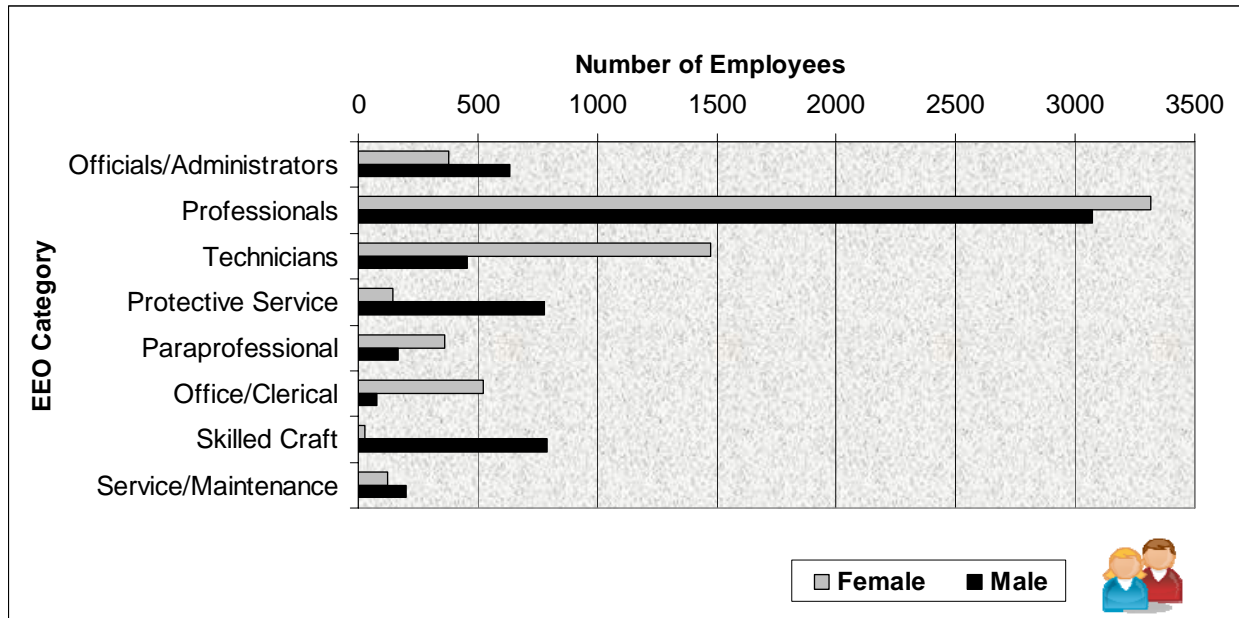
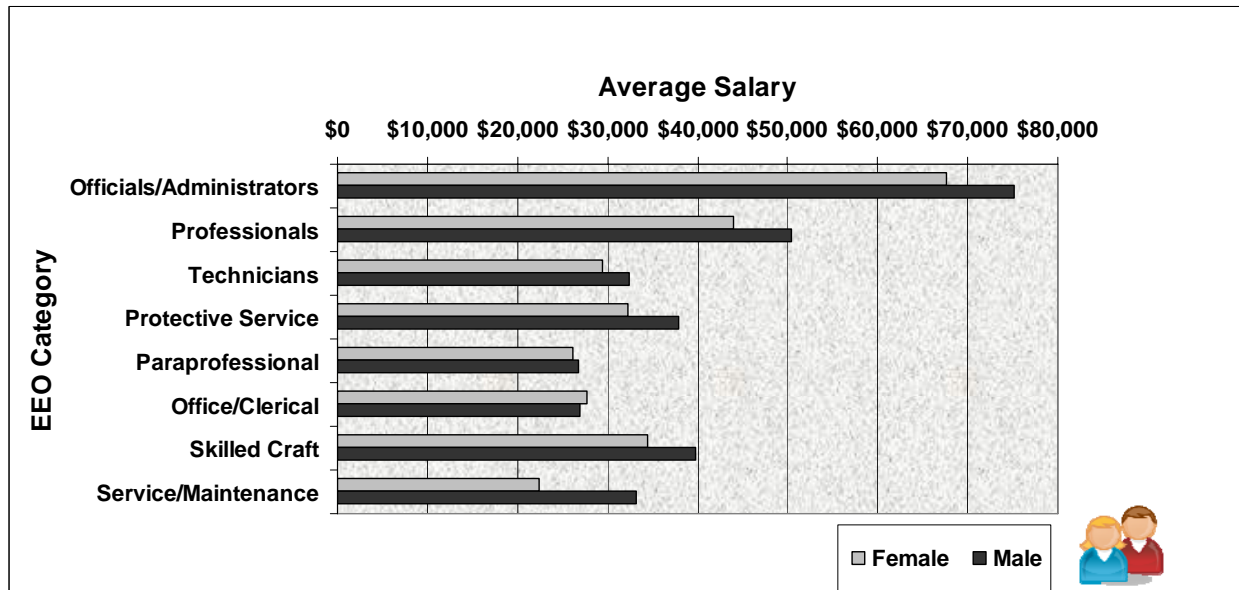


CHART B

Female/Male Salary by EEO Category Regular Employees



AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/14/2008

Broadband Pay Plan 020						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	759	69,428.19	487	71,368.59	272	65,954.02
Professionals	5,959	46,271.69	2,891	49,578.58	3,068	43,155.59
Technicians	2,056	28,939.41	586	29,641.45	1,470	28,659.55
Protective Service	926	36,936.70	780	37,820.84	146	32,213.18
Paraprofessionals	492	24,674.19	166	25,522.98	326	24,241.98
Office/Clerical	523	26,294.28	83	25,418.06	440	26,459.57
Skilled Craft	317	39,243.77	293	40,087.93	24	28,937.94
Service Maintenance	323	23,776.13	163	26,696.23	160	20,801.29
TOTALS:	11,355	\$41,227.95	5,449	\$45,403.21	5,906	\$37,375.77

Judicial Branch Pay Plan 030						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	70	56,832.34	27	53,781.88	43	58,747.74
Professionals	139	39,021.20	62	40,335.08	77	37,963.28
Technicians	65	40,615.53	16	42,869.24	49	39,879.63
Protective Service	5	22,343.53	4	22,729.41	1	20,800.00
Paraprofessionals	28	37,542.99	0	0.00	28	37,542.99
Office/Clerical	68	29,670.18	0	0.00	68	29,670.18
TOTALS:	375	\$40,593.90	109	\$43,391.84	266	\$39,447.38

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/14/2008

Exempt Pay Plan 061						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	142	88,673.01	101	92,100.06	41	80,230.77
Professionals	257	52,108.98	72	70,480.92	185	44,958.81
Technicians	2	40,248.60	1	38,207.10	1	42,290.09
Protective Service	224	329,367.35	189	331,203.24	35	319,453.53
Paraprofessionals	45	30,352.94	12	36,578.39	33	28,089.14
Office/Clerical	1,249	29,973.74	895	30,474.62	354	28,707.40
Service Maintenance	2	22,788.48	0	0.00	2	22,788.48
TOTALS:	1,921	\$72,197.31	1,270	\$82,461.48	651	\$52,173.49

Blue Collar Pay Plan 062						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Protective Service	5	34,763.76	4	34,984.31	1	33,881.54
Skilled Craft	753	37,707.40	732	37,736.29	21	36,700.17
Service Maintenance	99	37,038.52	92	36,961.88	7	38,045.68
TOTALS:	857	\$37,612.96	828	\$37,636.95	29	\$36,927.76

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/14/2008

Legislative Branch Pay Plan 063						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	14	85,571.26	7	104,684.60	7	66,457.91
Professionals	74	60,427.26	35	59,443.58	39	61,310.05
Technicians	12	47,731.66	8	52,398.43	4	38,398.13
Paraprofessionals	7	43,515.34	1	50,825.86	6	42,296.92
Office/Clerical	10	27,190.80	0	0.00	10	27,190.80
TOTALS:	117	\$58,281.28	51	\$64,379.03	66	\$53,569.39

State Fund Pay Plan 065						
	Total		Male		Female	
EEO Category	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	22	104,372.04	8	130,482.04	14	89,452.03
Professionals	177	58,749.09	75	65,860.04	102	53,520.46
Technicians	42	35,280.22	2	57,654.48	40	34,161.50
Protective Service	1	52,669.76	1	52,669.76	0	0.00
Office/Clerical	32	30,676.17	6	31,061.33	26	30,587.28
Skilled Craft	3	46,259.20	3	46,259.20	0	0.00
TOTALS:	277	\$55,413.82	95	\$68,173.51	182	\$48,753.54

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/14/2008

Broadband Pay Plan 020						
	Total		Male		Female	
Pay Band	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	16	19,796.15	3	19,638.46	13	19,832.55
02	390	21,730.32	114	22,414.02	276	21,447.93
03	2,020	27,322.00	655	29,139.65	1,365	26,449.79
04	1,183	32,776.21	483	33,878.01	700	32,015.97
05	2,414	39,629.39	1,272	41,745.71	1,142	37,272.15
06	3,256	47,438.03	1,607	49,732.80	1,649	45,201.70
07	1,163	63,623.34	789	64,179.09	374	62,450.91
08	231	81,425.44	152	82,655.04	79	79,059.61
09	26	143,436.75	21	142,338.70	5	148,048.57
TOTALS:	10,699	\$42,005.08	5,096	\$46,560.99	5,603	\$37,861.43

Judicial Branch Pay Plan 030						
	Total		Male		Female	
Grade	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	353	41,213.50	105	44,029.50	248	40,021.24
TOTALS:	353	\$41,213.50	105	\$44,029.50	248	\$40,021.24

* Based on a 40-hour work

AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/14/2008

Exempt Pay Plan 061						
	Total		Male		Female	
Grade	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	412	63,246.01	180	79,281.86	232	50,804.40
TOTALS:	412	\$63,246.01	180	\$79,281.86	232	\$50,804.40

Blue Collar Pay Plan 062						
	Total		Male		Female	
Grade	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
04	4	34,984.31	4	34,984.31	0	0.00
05	14	34,070.30	13	34,084.82	1	33,881.54
07	46	35,504.57	44	35,504.46	2	35,506.84
08	72	36,318.29	65	36,208.72	7	37,335.73
09	105	37,121.68	103	37,109.20	2	37,764.32
10	242	39,024.76	234	39,053.54	8	38,182.94
11	25	39,955.37	25	39,955.37	0	0.00
12	106	40,940.65	105	40,933.33	1	41,708.96
13	18	42,970.86	18	42,970.86	0	0.00
TOTALS:	632	\$38,479.25	611	\$38,510.54	21	\$37,568.88

* Based on a 40-hour work

AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/14/2008

Legislative Branch Pay Plan 063						
	Total		Male		Female	
Grade	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	115	58,862.27	51	64,379.03	64	54,466.09
TOTALS:	115	\$58,862.27	51	\$64,379.03	64	\$54,466.09

State Fund Pay Plan 065						
	Total		Male		Female	
Grade	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
1A	4	22,197.24	1	20,542.08	3	22,748.96
1B	6	25,002.64	1	25,324.00	5	24,938.37
1C	10	27,832.69	2	31,561.92	8	26,900.38
1D	11	33,453.40	0	0.00	11	33,453.40
2A	35	34,072.00	0	0.00	35	34,072.00
2B	13	37,688.00	3	38,847.47	10	37,340.16
2C	14	39,371.28	5	42,511.46	9	37,626.74
2D	4	47,893.56	1	52,669.76	3	46,301.49
2E	48	51,750.01	13	52,627.04	35	51,424.26
3A	59	58,790.18	23	58,512.03	36	58,967.88
3B	22	65,734.15	11	65,408.81	11	66,059.48
3C	8	70,082.22	8	70,082.22	0	0.00
3D	20	83,282.16	17	83,424.15	3	82,477.55
3E	10	87,814.90	2	89,956.88	8	87,279.40
4A	5	94,850.50	2	96,659.68	3	93,644.37
EE	7	145,742.63	6	147,366.27	1	136,000.80
TOTALS:	276	\$55,463.87	95	\$68,173.51	181	\$48,793.07

* Based on a 40-hour work

NEW HIRES/REHIRES/TRANSFERS/TERMINATIONS*
REGULAR EMPLOYEES ONLY 1/14/2008

EEO Category	Current Workforce		
	Total	Female	Minority
Official and Administrators	1,006	378	16
Professionals	6,385	3,325	234
Technicians	1,924	1,470	60
Protective Service	922	142	38
Paraprofessionals	530	361	33
Office/Clerical	603	525	22
Skilled Craft	820	30	37
Service Maintenance	374	132	21
State Totals:	12,564	6,363	461

EEO Category	New Hires			Rehires		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	32	11	3	14	7	0
Professionals	554	307	35	155	84	8
Technicians	217	164	5	53	35	1
Protective Service	152	53	20	31	7	4
Paraprofessionals	85	67	3	22	12	0
Office/Clerical	110	90	10	25	23	1
Skilled Craft	33	1	1	11	0	0
Service Maintenance	63	45	3	8	5	0
State Totals:	1,246	738	80	319	173	14

EEO Category	Transfers**			Terminations		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	22	9	0	150	40	5
Professionals	128	74	12	680	359	30
Technicians	49	41	2	242	193	12
Protective Service	7	1	1	150	29	10
Paraprofessionals	2	2	8	150	102	9
Office/Clerical	18	13	1	107	96	6
Skilled Craft	4	0	0	60	2	3
Service Maintenance	0	0	0	64	32	4
State Totals:	230	140	24	1,603	853	79

* Based on calendar year.

** Transfers include transfers to other agencies only.

WORKFORCE SUMMARY BY EEO CATEGORY* AS OF 1/14/2008

EEO Category - Official and Administrators Total Employees: 1,011 Males: 633 Females: 378 Minorities: 16 Age 40+: 920	Percentages 62.61% 37.39% 1.58% 91.00%
EEO Category - Professionals Total Employees: 6,615 Males: 3,142 Females: 3,473 Minorities: 236 Age 40+: 4,957	Percentages 47.50% 52.50% 3.57% 74.94%
EEO Category - Technicians Total Employees: 2,182 Males: 617 Females: 1,565 Minorities: 61 Age 40+: 1,527	Percentages 28.28% 71.72% 2.80% 69.98%
EEO Category - Protective Service Total Employees: 1,166 Males: 982 Females: 184 Minorities: 40 Age 40+: 595	Percentages 84.22% 15.78% 3.43% 51.03%
EEO Category - Paraprofessionals Total Employees: 572 Males: 179 Females: 393 Minorities: 35 Age 40+: 362	Percentages 31.29% 68.71% 6.12% 63.29%

* Includes data from all state employees except university system employees and legislators.

Published by the Department of Administration - State Personnel Division

WORKFORCE SUMMARY BY EEO CATEGORY* AS OF 1/14/2008

EEO Category - Office/Clerical		
Total Employees:	1,883	Percentages
Males:	985	52.31%
Females:	898	47.69%
Minorities:	51	2.71%
Age 40+:	1,189	63.14%

EEO Category - Skilled Craft		
Total Employees:	1,077	Percentages
Males:	1,032	95.82%
Females:	45	4.18%
Minorities:	50	4.64%
Age 40+:	874	81.15%

EEO Category - Service Maintenance		
Total Employees:	576	Percentages
Males:	368	63.89%
Females:	208	36.11%
Minorities:	27	4.69%
Age 40+:	408	70.83%

State Totals		
		Percentages
Males:	7,938	52.63%
Females:	7,144	47.37%
Minorities:	516	3.42%
Age 40+:	10,832	71.82%
<hr/>		
Total Employees:	15,082	

* Includes data from all state employees except university system employees and legislators.

CHAPTER III

LABOR RELATIONS STATUS REPORT January 2008

Bargaining Units by Agency

Labor Organization	Bargaining Unit	Description	Number of Employees
Department of Administration			
American Federation of State, County and Municipal Employees	091 - Office of State Public Defender	Public Defenders, Research Attorneys	75
American Federation of State, County and Municipal Employees	094 - Office of State Public Defender	Administrative Support	35
American Federation of State, County and Municipal Employees	095 - Office of State Public Defender	Crime Investigators	17
Capitol Complex Craft Council	026-General Services Division	Maintenance employees	16
Montana Public Employees Association	064-Public Employees Retirement Administration	All eligible employees	20
Montana Public Employees Association	092 – Certain employees of the Lottery	Certain employees of the Lottery	21
Total			184
Department of Agriculture			
Montana Public Employees Association	041-Department of Agriculture	All eligible employees	67
Total			67
Department of Corrections			
MEA-MFT	005-Montana State Prison	All eligible employees	474
MEA-MFT	015-Probation and Parole	Certain employees	183
MEA-MFT	016-Montana Women's Prison	Custody employees	48
MEA-MFT	051-Pine Hills Youth Correctional Facility	Teachers	13
MEA-MFT	087-Riverside Youth Correctional Facility	All eligible employees	20
Montana Public Employees Association	068-Pine Hills Youth Correctional Facility	Custody employees	79
Montana Public Employees Association	069-Pine Hills Youth Correctional Facility	Professional employees	4
MSP Craft Council	012-Montana State Prison	Trade and craft employees	12
Total			833
Department of Environmental Quality			
Montana Public Employees Association	034-Department of Environmental Quality	All eligible employees	258
Total			258

Labor Organization	Bargaining Unit	Description	Number of Employees
Department of Fish, Wildlife & Parks			
MEA-MFT	073-Biologists	Biologists	113
Montana Public Employees Association	040-Game wardens	Game wardens	83
Total			196
Montana Historical Society			
Capitol Complex Craft Council	026- Capitol Complex Craft Council	Carpenters	1
MEA-MFT	066-Montana Historical Society	All eligible employees	42
Total			43
Department of Justice			
Montana Public Employees Association	030-Motor Vehicle Division, Title and Registration Bureau	All eligible employees	38
Montana Public Employees Association	036-Highway Patrol Division	Highway patrol officers	178
Montana Public Employees Association	048-Division of Criminal Investigation	Criminal investigators	23
Montana Public Employees Association	050-Motor Vehicle Division, Drivers Examination	All eligible employees	73
Montana Public Employees Association	078-Highway Patrol Division,	Communications systems operators	26
Total			338
Department of Labor and Industry			
Labor Appeals Union	071-Employment Relations Division	Hearings officers	8
Montana Public Employees Association	038-Department of Labor and Industry	Certain employees	461
Total			469
Department of Military Affairs			
Great Falls Firefighters Association	009-Great Falls Airport	Firefighters	21
MEA-MFT	086-Montana Youth Challenge	All eligible employees	43
International Brotherhood of Teamsters	080-Air National Guard	Maintenance employees	8
Total			72
Department of Natural Resources and Conservation			
International Association of Machinists	046-Forestry Division	Mechanics	11
Total			11

Labor Organization	Bargaining Unit	Description	Number of Employees
Board of Public Education			
MEA-MFT	072-Montana School for the Deaf and Blind	Professionals	66
United Food and Commercial Workers	082-Montana School for the Deaf and Blind	Care and service employees	23
Total			89
Department of Public Health and Human Services			
American Federation of State, County and Municipal Employees	003-Montana Developmental Center	Care and service employees	158
American Federation of State, County and Municipal Employees	004-Montana Chemical Dependency Unit	Care and service employees	24
MEA-MFT	061-Central Office	All eligible employees	552
MEA-MFT	065-Montana Chemical Dependency Center	Counselors	9
MEA-MFT	057-Montana Developmental Center	Professional employees	16
MEA-MFT	023-Montana State Hospital	Care and service employees	252
MEA-MFT	024-Montana State Hospital	Professionals and Licensed Practical Nurses	59
MEA-MFT	070-Montana Veterans Home	Care and service employees	126
MEA-MFT	090-Montana Mental Health Nursing Care Center	Registered nurses	13
Montana Developmental Center Craft Council	007-Montana Developmental Center	Trade and craft employees	7
Montana Nurses Association	013-Montana State Hospital	Registered nurses	44
Montana Nurses Association	054-Public Health and Safety Division	Public health nurses	3
Montana Nurses Association	075-Montana Veterans Home	Registered nurses	18
Montana Public Employees Association	019-Quality Assurance Division	All eligible employees	233
Montana Public Employees Association	042-Child and Family Services Division; Human Service Offices	All eligible employees	264
Montana Public Employees Association	052-Child and Family Services Division	Social workers	226
Montana Public Employees Association	059-Montana Mental Health Nursing Care Center	Care and service employees	90
Warm Springs Craft Council	008-Montana State Hospital	Trade and craft employees	28
MEA-MFT	093 – MDC-RNs	Registered nurses	5
Total			2127
Office of Public Instruction			
Montana Public Employees Association	063-Office of Public Instruction	All eligible employees	146
Total			146

Labor Organization	Bargaining Unit	Description	Number of Employees
Department of Revenue			
Montana Public Employees Association	031-Liquor Warehouse	All eligible employees	9
MPEA/MEA-MFT Local 4993	006-Department of Revenue	Certain employees	460
Total			469
Montana State Fund			
Montana Public Employees Association	067-Montana State Fund 167-Montana State Fund	All eligible employees	222
Total			222
Department of Transportation			
American Federation of State, County and Municipal Employees	001-Department of Transportation; Maintenance Division	Certain trade and craft employees	422
Montana Public Employees Association	035-Department of Transportation	All eligible non-maintenance employees	842
Public Employees Craft Council	002-Department of Transportation; Maintenance Division	Certain trade and craft employees	379
Total			1643
Grand Total			7167

LABOR RELATIONS STATUS REPORT

Bargaining Units by Labor Organization

Department	Bargaining Unit	Number of Employees
American Federation of State, County & Municipal Employees (AFSCME)		
Department of Administration	091- Office of Public Defender	75
Department of Public Health and Human Services	003-Montana Developmental Center Care and Service	158
Department of Public Health and Human Services	004-Montana Chemical Dependency Care and Service	24
Department of Transportation	001-Maintenance Division; Trade and Craft Employees	422
Office of Public Defender	094-Administrative Support	35
Office of Public Defender	095-Crime Investigators	17
	Total	731
Great Falls Firefighters Association		
Department of Military Affairs	009-Great Falls Airport Firefighters	21
	Total	21
International Association of Machinists (IAM)		
Department of Natural Resources and Conservation	046-Forestry Division Mechanics	11
	Total	11
International Brotherhood of Teamsters		
Department of Military Affairs	080-Air National Guard Maintenance Employees	8
	Total	8
Capitol Complex Craft Council		
Montana Historical Society	026-Certain maintenance employees	1
Department of Administration	026-Certain maintenance employees	16
	Total	17
Labor Relations and Appeals Union		
Department of Labor and Industry	071-Employment Relations Division hearings officers	8
	Total	8
MEA-MFT		
Department of Corrections	005-Montana State Prison; all eligible employees	474
Department of Corrections	016-Montana Women's Prison; custody employees	48
Department of Corrections	051-Pine Hills Youth Correctional Facility teachers	13
Department of Corrections	015-Probation and parole; certain employees	183

Department	Bargaining Unit	Number of Employees
Department of Corrections	087-Riverside Youth Correctional Facility; all eligible employees	20
Department of Public Health and Human Services	093 – MDC-RNs	5
Department of Fish, Wildlife and Parks	073-Biologists	113
Montana Historical Society	066-Montana Historical Society; all eligible employees	42
Department of Military Affairs	086-Montana Youth Challenge Program; all eligible employees	43
Board of Public Education	072-School for the Deaf and Blind professionals	66
Department of Public Health and Human Services	061-Central office employees	552
Department of Public Health and Human Services	057-Montana Developmental Center professionals	16
Department of Public Health and Human Services	065-Montana Chemical Dependency Center counselors	9
Department of Public Health and Human Services	023-Montana State Hospital care and service employees	252
Department of Public Health and Human Services	024-Montana State Hospital professional employees and licensed practical nurses	59
Department of Public Health and Human Services	070-Montana Veterans Home care and service employees	126
Department of Public Health and Human Services	090-Montana Mental Health Nursing Care Center registered nurses	13
Total		2029

Montana Developmental Center Craft Council

Department of Public Health and Human Services	007-Montana Developmental Center trade and craft employees	7
Total		7

Montana Nurses Association

Department of Public Health and Human Services	054-Public Health and Safety Division public health nurses	3
Department of Public Health and Human Services	013-Montana State Hospital registered nurses	44
Department of Public Health and Human Services	075-Montana Veterans Home registered nurses	18
Total		65

Montana Public Employees Association

Department of Administration	064-Montana Public Employees Retirement Administration; all eligible employees	20
Department of Agriculture	041-Department of Agriculture; all eligible employees	67
Department of Corrections	068-Pine Hills Youth Correctional Facility custody employees	79
Department of Corrections	069-Pine Hills Youth Correctional Facility professional employees	4
Department of Environmental Quality	034-Department of Environmental Quality; all eligible employees	258
Department of Fish, Wildlife and Parks	040-Game wardens	83
Department of Justice	030-Motor Vehicle Division, Title & Registration Bureau; all eligible employees	38
Department of Justice	036-Montana Highway Patrol; patrol officers	178
Department of Justice	048-Division of Criminal Investigations criminal investigators	23
Department of Justice	050-Motor Vehicle Division driver examiners and aides	73

Department	Bargaining Unit	Number of Employees
Office of Public Instruction	063-Office of Public Instruction; all eligible employees	146
Department of Public Health and Human Services	019-Quality Assurance, Child and Adults Health Resources, and Public Health and Safety Divisions; all eligible employees	233
Department of Public Health and Human Services	042- Health and Community Services Division; human service employees	264
Department of Public Health and Human Services	052-Child and Family Services Division; social workers	226
Department of Public Health and Human Services	059-Montana Mental Health Nursing Care Center and Service Employees	90
Department of Revenue	031-Liquor Warehouse employees	9
Montana State Fund	067-Montana State Fund; all eligible employees	120
Department of Transportation	035-Department of Transportation; all eligible non-maintenance employees	842
Montana State Fund	167-Montana State Fund PLP	102
Department of Administration	092 – Certain employees of the Lottery	21
Total		3363

Montana Public Employees Association/MEA-MFT Local 4993

Department of Revenue	006-Department of Revenue; certain employees	460
Total		460

Montana State Prison Craft Council

Department of Corrections	012-Montana State Prison trade and craft employees	12
Total		12

Public Employees Craft Council

Department of Transportation	002-Department of Transportation; certain trade and craft employees	44
		335
Total		379

United Food and Commercial Workers

Board of Public Education	082-Montana School for the Deaf and Blind care and service employees	23
Total		23

Warm Springs Craft Council

Department of Public Health and Human Services	008-Montana State Hospital trade and craft employees	28
		28

Grand Total 7167